



# Make it your Mission *to Heal and Care for Veterans*

## Total Rewards of VA Employment

### NURSING CAREERS



As a nurse at the U.S. Department of Veterans Affairs (VA), you have more than a job — you have a mission to serve Veterans who've borne the battle with honor. In carrying out this mission, you'll discover a career with competitive pay, opportunities for growth and mobility, a wealth of benefits and rich rewards.



**VA**



**U.S. Department  
of Veterans Affairs**  
Veterans Health  
Administration

## Benefits for Nurses

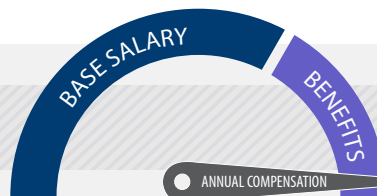
-  **Compensation** – Competitive salaries, performance awards and regular increases.
-  **Coverage** – Health, dental, vision, term life and long-term care insurance and liability protection.
-  **Retirement benefits** – Social Security, pension (with possible credit for military service) and Thrift Savings Plan (a 401(k)-type plan).
-  **Generous paid time off** – Nearly 50 days off for full-time VA nurses.
-  **Growth opportunities** – VA is the nation's leading provider of continuing nursing education credits and hours. As a VA nurse, you can keep your education up to date through the Talent Management System (TMS) while receiving opportunities from a wide variety of external agencies and presenters.
-  **Other perks** – Work from anywhere with one active license, relocate with ease, receive employee assistance and apply for student loan reimbursement.

**“My VA journey has included the Midwest, Southwest and the Southeast. A close friend described the VA not as a career but rather a lifestyle. Our commitment to serving Veterans and advancing our nursing profession cement that lifestyle characterized by growth and the privilege of leading in health care.”**



David Prestrezelski,  
MS RN  
Associate Director for  
Patient Care Services/  
Chief Nurse Executive

### SAMPLE AVERAGE SALARY FOR REGISTERED NURSE



<b>\$97,309</b>	<b>Average Salary*</b>
+ \$ 11,024	Value of VA health insurance premium
+ \$ 6,033	Social Security paid by VA <sup>1</sup>
+ \$ 1,411	Medicare paid by VA
+ \$ 500	Employee Assistance Program
+ \$ 1,250	Flexible spending account
+ \$ 195	Life insurance
+ \$ 4,865	Thrift Savings Plan
+ \$ 8,077	FERS
+ \$ 18,339	Value of 49 days annual Paid Time Off

**\$149,003** Estimated Annual Compensation

<sup>1</sup> Indicates a benefit received by most federal employees.

NOTE: If you choose federal health insurance programs, your taxable wages and the employer's share of the Social Security tax will be reduced accordingly. Estimates above do not include the potential for up to \$40,000 annually in student loan reimbursement, Permanent Change of Station (PCS) relocation allowance, recruitment/relocation/retention incentives, the value of free liability coverage and other payments and incentives. By law, VA physicians' annual compensation cannot exceed the president's, which is \$400,000 per year.

\*Stated figures were current at time of publication. Please reach out to a VA recruiter for up-to-date information.

## Learn More

- Ready to grow your career with VA? Discover the **TOTAL REWARDS OF VA EMPLOYMENT** as a nurse. <https://www.vacareers.va.gov/Careers/Nursing/>.
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